



January 12, 2005

President Dynes  
UC Office of the President  
1111 Franklin St., 12<sup>th</sup> floor  
Oakland, CA 94607-5200

Dear President Dynes,

We write to you in regard to the Request for Proposal from the Department of Energy for renewal of the contract for Lawrence Berkeley National Laboratory. As members of the General Sciences Workplace Committee, we are an advisory committee to the General Sciences Division Directors (comprised of the Physics Division, Nuclear Sciences Division and Accelerator Fusion and Research Division (AFRD)). We represent over 500 lab employees: scientists, engineers, technicians and administrative support. Our committee is chartered to advise the Division Directors on issues pertaining to the workplace environment, recruitment, and retention. These issues may be affected by the deliberations related to our contract.

Compensation and benefits are extremely valuable instruments in our recruitment and retention, based primarily on the strengths of the UC Retirement Plan. We view language in the RFP that might erode some of these benefits as directly threatening our ability to maintain the excellence of our staff. We submit that the excellence of our Science is built on the quality of our Staff, and we view with trepidation any threat to that quality.

We face much uncertainty as the contract negotiations go forward. Already we have started to see evidence of dissension and a possible decline in morale, fueled by unanswered questions about future benefits and conditions.

We ask your advocacy on these issues, and hope that you will be able to maintain our current parity in benefits with the rest of the UC system.

Respectfully yours,

Joe Kwan, General Sciences Workplace Committee Chair (AFRD)

General Sciences Workplace Committee members:

Gerald Abrams (Physics Division)  
Madelyn Bello (General Sciences)  
Yuen-Dat Chan (Nuclear Science)  
Martha Condon (AFRD)

Daniel Dietderich (AFRD)  
Angela Galtieri (Physics Division)  
Spencer Klein (Nuclear Science)

Cc: Steven Chu, LBNL Laboratory Director  
James Siegrist, Physics Division  
James Symons, Nuclear Science Division  
Richard Gough, Accelerator Fusion and Research Division